

## 2006-2010 STRATEGIC PLAN GOALS

Goal	Description	Status
<b>Goal A</b>	<b>Improve productivity and efficiency throughout the agency.</b>	
<b>1</b>	<b>Reduce time-to-closure of enforcement complaints.</b>	
1(a)	Establish criteria to avoid opening cases we lack the resources to fully prosecute, particularly those involving a low factor of public	
1(b)	Consider diversion program in lieu of full investigation/fine for lower-level violations: courses to be provided by Technical Assistance Division for a fee paid by respondent.	Draft proposal presented to Commission, and public input received. Will be back before Commission in September to discuss costs and appropriate fees.
1(c)	Assign simple reporting and low-public-harm violations to investigators or Political Reform Consultants for resolution where appropriate.	Some less complex, low-public-harm cases have been assigned to Intake Unit's Political Reform Consultants. Once new Investigators are fully trained, management will consider what cases can be assigned to them for resolution.
1(d)	Establish "timely hearing" guidelines, providing milestones each case should reach by a given point in time, with exceptions for more complex complaints.	
1(e)	Look for outreach opportunities, through the California District Attorneys Association and others, to educate local prosecutors on prosecuting Political Reform Act violations.	Training program with San Diego District Attorney's Office completed. Enforcement will continue to look for similar opportunities with other prosecutors throughout the state.
<b>2</b>	<b>Reduce time-to-closure of requests for written advice.</b>	
2(a)	Post advice letters on website.	May, June, and July 2005 letters posted. August, September, and October of 2005 in progress.
2(b)	Provide enhanced searches of advice letters on website.	IT staff is working to deploy enhanced search function.
2(c)	Issue informal advice whenever appropriate.	Procedures have been implemented, including ongoing status updates, to accomplish objectives. Early results indicate some improvement in the timeliness of advice.

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2(d)	Establish procedures for timely triage of advice requests, including early communication with requester if more information is needed, tracking of those communications, and closure of request where additional information is not provided in a timely manner.	Ongoing - Procedures have been implemented, including ongoing status updates, to accomplish objectives. Early results indicate some improvement in the timeliness of advice.
3	<b>Reduce wait time for callers to our toll-free advice line, 1-866-ASK-FPPC.</b>	
3(a)	Improve call tracking software to determine wait time, etc.	Ongoing - TAD staff and others from the agency have been working with vendors to determine the most cost-effective way of updating the current call tracking software.
3(b)	Increase the total number of Political Reform Consultants; increase number of Political Reform Consultants available for telephone assistance around filing deadlines and late reporting periods.	
3(c)	Use email for simple requests for statutes, regulations, and advice letters.	
4	<b>Increase education and compliance efforts.</b>	
4(a)	Increase the number of filing officer outreach positions.	
4(b)	Create website section offering expanded PowerPoint training presentations tailored to specific groups of officials, filers, etc.	
5	<b>Implement more accurate and detailed time accounting system.</b>	
5(a)	Available to all employees, and must track time by function, including section, regulation, litigation, etc.	
5(b)	Ensure that system is convenient for employees to log their work with a minimum of time and effort.	
<b>Goal B</b>	<b>Improve recruitment and retention of employees throughout the agency.</b>	
1	Ensure pay equity for all classifications, and in particular Accounting Specialists relative to their counterparts at the Franchise	Underway - Executive Director, DPA, and FTB are working to resolve the pay disparity between agency Accounting

Goal	Description	Status
2	Obtain Department of Personnel Administration approval for Attorney IV classifications in order to lift ratio of Counsel to Senior Counsel classifications and to provide full management/supervision authority over Senior Counsel positions.	
3	Address inequity of supervising investigators not receiving the enhanced retirement benefits that line investigators receive.	
4	Provide appropriate training opportunities for all classifications.	
5	Improve promotional opportunities for all classifications.	
6	Ensure annual evaluations of all employees, with an Individual Development Plan component included for each, to foster employee improvement and job satisfaction.	
<b>Goal C</b>	<b>Secure sufficient funding, and a consistent funding source, to meet workload needs.</b>	
1	Obtain a 50% increase in funding in order to meet workload.	Underway - Objective was included in SB 1120 (Ortiz). Unfortunately, the bill was referred to the Senate Rules Committee without a "do pass" recommendation, and was never been set for a hearing by that committee.
2	Develop component of annual report that documents workload and funding levels, and provide that information to the Legislature and Department of Finance.	Underway - Objective was included in SB 1120 (Ortiz). Unfortunately, the bill was referred to the Senate Rules Committee without a "do pass" recommendation. Bill has not been set for hearing.
3	Make all funding statutory to ensure adequate support for required workload.	
4	Obtain additional positions in all divisions to meet workload.	
<b>Goal D</b>	<b>Seek amendments to the Political Reform Act that aid compliance and management.</b>	
1	Sponsor legislation to increase major donor threshold in light of Prop. 34 limits and to reduce workload.	Underway - Senator Murray is authoring SB 1693 to increase the major donor threshold to \$30,000 and notification trigger to \$15,000. Bill should be on Assembly Floor in early July.

<b>Goal</b>	<b>Description</b>	<b>Status</b>
2	Eliminate paper reports for electronic filers of campaign statements once an adequate electronic filing system is available.	
3	Pursue a comprehensive state and local electronic filing system for campaign disclosure.	